



Bureau of Labor Statistics

Chicago, Ill. 60604

General Information: (312) 353-1880

For Immediate Release:

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Monday, November 1, 1999

(312) 353-1138

Fax-on-Demand Document No. 9700

Internet address: <http://stats.bls.gov/ro5news.htm>

New Survey Reports Wages for the Bloomington-Normal, IL Metropolitan Statistical Area

Workers in the Bloomington-Normal, IL Metropolitan Statistical Area (MSA) averaged \$19.34 per hour during May 1998, according to a new wage survey released by the U. S. Department of Labor's Bureau of Labor Statistics. Regional Commissioner Peter J. Hebein reported that white-collar workers recorded the highest average wage at \$22.56 per hour and accounted for 65 percent of the workers studied. Blue-collar workers averaged \$13.94 per hour and represented 21 percent of the workers, while the remaining 14 percent worked in service occupations and earned \$9.36 per hour.

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local government, but excludes those in agricultural establishments, private households, self-employed and the federal government. This survey sampled 53 establishments representing 230 firms and 47,628 workers within the Bloomington-Normal, IL Metropolitan Statistics Area (MSA) which includes McLean County. The NCS provides broader coverage of occupations and establishments within the survey area than did previous salary studies and will eventually integrate three separate surveys of wages and benefits into a single, comprehensive program.

Wage data provided the National Compensation Survey may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use this data to help choose careers and to negotiate pay with their employers. The Federal Government may also use this data to help determine the appropriate salary structure for its employees.

Occupational Pay Averages

Among white-collar workers, registered nurses averaged \$16.20 per hour, secretaries averaged \$12.80 per hour, and cashiers \$7.27 per hour. Within the blue-collar occupations, assemblers earned \$12.30 per hour, and stock handlers and baggers earned \$10.12. Finally, service workers included janitors and cleaners at \$8.80 per hour. (See table A-1.)

Private industry workers in the Bloomington-Normal area earned \$18.93 per hour and accounted for 83 percent of the workers studied. State and local government workers made-up the remainder and averaged \$21.77 hourly. It should be noted, however, that differences in the occupational mix could contribute to the differences in average hourly earnings between private industry and State and local government workers.

Wage data are also available by selected characteristics such as full-/part-time status, union/nonunion status, and establishment size. Overall, wages for full-time workers averaged \$20.45 per hour, compared to \$7.40 per hour for part-timers. Surveyed union workers in blue-collar jobs had an average hourly rate of \$14.88, and their nonunion counterparts averaged \$12.54. Employees averaged \$11.61 in establishments with 50-99 workers and in establishments with 100-499 workers, average pay was \$13.96 per hour.

Subject to publication criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required for the job. Survey findings are used by business, labor, academicians, and state and local government officials in wage and salary administration, collective bargaining negotiations, business relocation planning, and occupational counseling.

Survey Availability Information

Complete survey results are contained in the National Compensation Survey, Bloomington-Normal, IL, May 1998, (Bulletin 3095-32). Copies of survey tables are available on the Internet as Adobe Page Definition Files (PDF) and as text files (tables only) through the National Compensation Survey home page at:

<http://stats.bls.gov/comhome.htm>

Survey results are also available from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880, menu option 1. Using a touch-tone telephone, up to four documents at a time can be ordered and faxed to you within minutes 24-hours a day.

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Printed copies of the May 1998 National Compensation Survey for the Bloomington-Normal, IL Metropolitan Statistical Area, Bulletin 3095-32 are available for \$4.50 (postpaid) from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690. Pre-payment is required. Orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed by telephone between 8:00 AM and 3:00 PM Central Time at (312) 353-1880.

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Technical Note

The list of establishments from which a survey sample is selected is developed from State unemployment insurance reports. Each sampled establishment is randomly selected with a probability proportional to its employment. Use of this technique means that the larger the establishment's employment, the greater its chance of selection. Weights are applied to each establishment when the data are tabulated, so that a sampled establishment represents all establishments of similar size and employment.

The next step in sample selection is a probability sample of occupations within the selected establishment. As with establishments, occupations are selected using a probability proportional to the number of employees within each occupation. Therefore, the occupations with the largest number of employees have the greatest probability of being selected. After being selected, jobs are classified based on the Census of Population system of approximately 480 occupations. Data are then broken down for private industry, State and local governments, full-time and part-time workers, and other workforce characteristics. Wage rates for different work levels within occupation groups also are published. The process of determining these work levels is called generic leveling. . (See Appendix B of the published report or Fax-on-Demand Document No. 9455.)

Generic leveling ranks and compares all randomly selected occupations in an establishment using the same 10 leveling factors: knowledge, supervision received, guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands, work environment, and supervisory duties. Each of the first nine factors (supervisory duties are excluded) contains a number of levels and each level has an associated written description and point value. The total number of points determines the overall level of the occupation. . (See Appendix C of the published report or Fax-on-Demand Document No. 9456.)

Additional information on survey methodology is available in Appendix A of the published bulletin, from the internet at <http://stats.bls.gov/compub.htm>, and as Document No. 9704 on the BLS Fax-on-Demand.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Bloomington-Normal, IL, May 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$19.34	\$7.00	\$10.22	\$15.17	\$25.28	\$38.62
All occupations excluding sales	19.99	7.80	11.04	15.75	26.40	39.48
White-collar occupations	22.56	8.28	11.17	18.69	32.09	41.78
White-collar occupations excluding sales	23.82	9.17	12.69	20.00	32.14	42.81
Professional specialty and technical occupations	24.36	11.48	15.21	22.18	30.91	39.60
Professional specialty occupations	24.39	11.48	15.10	20.66	31.15	39.74
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related occupations	22.11	13.24	15.10	15.72	19.74	27.06
Registered nurses	16.20	13.10	15.00	15.29	18.26	20.00
Teachers, college and university	31.76	17.89	19.91	31.45	42.05	48.71
Teachers, except college and university	21.12	7.50	16.12	19.98	25.79	35.11
Elementary school teachers	24.81	17.12	19.18	23.02	29.93	36.84
Secondary school teachers	24.23	16.42	19.18	22.18	28.51	36.40
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	—	—	—	—	—	—
Technical occupations	—	—	—	—	—	—
Executive, administrative, and managerial occupations ...	—	—	—	—	—	—
Executives, administrators, and managers	30.67	19.71	21.54	27.12	35.05	47.96
Administrators, education and related fields	38.11	27.48	29.09	38.98	46.06	47.96
Management related occupations	—	—	—	—	—	—
Sales occupations	8.39	5.54	6.00	6.25	9.62	12.47
Sales workers, other commodities	6.93	5.55	5.77	6.00	7.01	9.14
Cashiers	7.27	5.50	5.76	6.20	8.50	10.00
Administrative support occupations, including clerical	11.64	7.75	9.06	10.88	13.67	17.23
Secretaries	12.80	8.92	10.26	11.99	15.94	17.72
Bookkeepers, accounting and auditing clerks	13.67	9.25	11.69	14.04	16.11	17.10
General office clerks	9.07	7.47	7.56	8.97	9.74	10.20
Blue-collar occupations	13.94	9.25	11.73	13.53	16.50	19.50
Precision production, craft, and repair occupations	16.75	11.54	14.45	16.90	19.44	21.00
Machine operators, assemblers, and inspectors	13.10	10.05	12.05	12.89	14.00	16.54
Miscellaneous machine operators, N.E.C.	13.28	10.00	12.68	12.68	15.70	15.70
Assemblers	12.30	10.05	12.00	13.05	13.53	13.91
Transportation and material moving occupations	15.50	10.46	11.36	13.86	18.73	24.11
Handlers, equipment cleaners, helpers, and laborers	9.93	6.00	6.00	9.75	13.40	15.67
Stock handlers and baggers	10.12	5.70	8.69	9.90	13.65	13.65
Service occupations	9.36	5.15	6.00	7.36	11.25	17.11
Protective service occupations	20.16	13.82	15.28	19.06	25.63	27.76
Food service occupations	6.80	3.09	3.60	6.25	8.22	11.72

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Bloomington-Normal, IL, May 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Health service occupations	—	—	—	—	—	—
Cleaning and building service occupations	\$9.86	\$6.00	\$6.13	\$7.55	\$12.21	\$15.29
Janitors and cleaners	8.80	6.00	6.50	7.55	12.21	12.21
Personal service occupations	6.73	5.19	5.29	6.25	8.94	9.00

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one

establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Bloomington-Normal, IL, May 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$18.93	\$6.94	\$9.90	\$14.45	\$25.10	\$37.15	\$21.77	\$9.39	\$12.21	\$18.41	\$26.07	\$43.68
All occupations excluding sales	19.66	7.50	10.78	15.49	26.51	38.17	21.77	9.39	12.21	18.41	26.07	43.68
White-collar occupations	22.32	7.80	10.78	18.51	32.09	41.40	23.79	9.41	12.69	19.29	34.40	47.96
White-collar occupations excluding sales	23.83	9.07	12.76	20.31	32.14	41.78	23.79	9.41	12.69	19.29	34.40	47.96
Professional specialty and technical occupations	23.34	10.15	13.84	22.32	30.58	37.34	27.45	14.98	18.68	21.23	38.61	48.56
Professional specialty occupations	22.68	9.25	12.97	19.97	30.58	36.68	28.01	16.04	18.69	21.74	38.68	48.71
Engineers, architects, and surveyors	—	—	—	—	—	—	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—	—	—	—	—	—	—
Health related occupations	22.56	13.21	15.10	15.72	20.16	40.75	—	—	—	—	—	—
Registered nurses	16.20	12.97	15.00	15.21	18.31	20.37	—	—	—	—	—	—
Teachers, college and university	—	—	—	—	—	—	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—	24.20	15.23	18.38	21.74	29.77	37.22
Elementary school teachers	—	—	—	—	—	—	24.81	17.12	19.18	23.02	29.93	36.84
Secondary school teachers	—	—	—	—	—	—	24.23	16.42	19.18	22.18	28.51	36.40
Librarians, archivists, and curators	—	—	—	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	—	—	—	—	—	—	—	—	—	—	—	—
Technical occupations	—	—	—	—	—	—	—	—	—	—	—	—
Executive, administrative, and managerial occupations	—	—	—	—	—	—	35.20	18.29	21.48	35.05	47.77	54.90
Executives, administrators, and managers	28.47	18.51	20.42	25.10	30.08	45.16	39.38	21.48	27.48	42.17	54.90	54.90
Management related occupations	—	—	—	—	—	—	—	—	—	—	—	—
Sales occupations	8.39	5.54	6.00	6.25	9.62	12.47	—	—	—	—	—	—
Sales workers, other commodities	6.93	5.55	5.77	6.00	7.01	9.14	—	—	—	—	—	—
Cashiers	7.27	5.50	5.76	6.20	8.50	10.00	—	—	—	—	—	—
Administrative support occupations, including clerical	11.83	7.75	9.06	10.95	14.67	17.55	10.77	8.28	9.17	10.49	12.69	13.30
General office clerks	8.51	7.47	7.56	8.97	9.74	9.74	10.34	8.79	9.40	10.00	10.98	13.90
Blue-collar occupations	13.82	9.25	11.55	13.53	15.70	19.25	15.69	8.59	13.40	16.84	19.44	20.30
Precision production, craft, and repair occupations	16.51	11.00	14.45	15.98	19.25	21.00	18.70	16.84	16.84	18.74	19.94	20.67
Machine operators, assemblers, and inspectors	13.10	10.05	12.05	12.89	14.00	16.54	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C.	13.28	10.00	12.68	12.68	15.70	15.70	—	—	—	—	—	—
Assemblers	12.30	10.05	12.00	13.05	13.53	13.91	—	—	—	—	—	—
Transportation and material moving occupations	15.70	10.75	11.36	13.86	19.27	24.19	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.07	5.83	6.00	9.25	11.10	13.65	13.43	7.50	9.06	15.67	16.22	16.22
Stock handlers and baggers	10.12	5.70	8.69	9.90	13.65	13.65	—	—	—	—	—	—
Service occupations	7.43	3.09	5.75	6.97	8.22	11.25	15.79	8.29	11.72	12.43	19.06	26.07
Protective service occupations	—	—	—	—	—	—	21.41	13.50	16.79	21.21	25.73	28.38
Food service occupations	6.29	3.09	3.60	5.99	8.22	10.83	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Bloomington-Normal, IL, May 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations	—	—	—	—	—	—	—	—	—	—	—	—
Cleaning and building service occupations	\$9.02	\$5.93	\$6.00	\$7.00	\$7.55	\$24.46	—	—	—	—	—	—
Janitors and cleaners	6.85	5.82	6.14	7.00	7.25	8.03	—	—	—	—	—	—
Personal service occupations	6.78	5.19	5.29	6.25	9.00	9.00	—	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in

another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Bloomington-Normal, IL, May 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$20.45	\$7.40	\$15.74	\$20.20	\$19.44	\$14.93
All occupations excluding sales	20.84	7.73	15.87	21.02	19.97	—
White-collar occupations	23.43	8.71	18.83	22.81	22.81	10.59
White-collar excluding sales	24.16	11.67	19.78	24.09	23.82	—
Professional specialty and technical occupations	24.75	14.66	24.73	24.32	24.36	—
Professional specialty occupations	24.69	16.27	24.73	24.33	24.39	—
Technical occupations	—	—	—	—	—	—
Executive, administrative, and managerial occupations ...	—	—	—	—	—	—
Sales occupations	9.70	6.54	—	8.30	7.64	10.59
Administrative support including clerical occupations	11.80	7.94	10.67	11.72	11.64	—
Blue-collar occupations	14.23	7.21	14.88	12.54	13.62	—
Precision production, craft, and repair occupations	16.75	—	16.85	16.59	16.75	—
Machine operators, assemblers, and inspectors	13.10	—	13.98	11.84	13.10	—
Transportation and material moving occupations	16.04	9.59	16.88	11.25	12.68	—
Handlers, equipment cleaners, helpers, and laborers	10.91	6.41	10.70	9.28	9.93	—
Service occupations	11.30	5.96	14.61	8.31	9.36	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary;

incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Bloomington-Normal, IL, May 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$18.93	\$11.61	\$20.42	\$13.96	—
All occupations excluding sales	19.66	11.81	21.24	14.98	—
White-collar occupations	22.32	12.78	23.40	15.17	—
White-collar excluding sales	23.83	13.62	—	18.18	—
Professional specialty and technical occupations	23.34	12.36	24.54	—	—
Professional specialty occupations	22.68	12.52	23.85	—	—
Technical occupations	—	—	—	—	—
Executive, administrative, and managerial occupations ...	—	34.96	—	25.33	—
Sales occupations	8.39	9.23	8.18	8.18	—
Administrative support, including clerical occupations	11.83	9.68	—	11.48	—
Blue-collar occupations	13.82	15.32	13.41	13.24	—
Precision production, craft, and repair occupations	16.51	—	16.01	16.75	—
Machine operators, assemblers, and inspectors	13.10	—	13.00	12.81	—
Transportation and material moving occupations	15.70	—	17.02	—	—
Handlers, equipment cleaners, helpers, and laborers	9.07	—	9.19	9.19	—
Service occupations	7.43	6.12	9.17	9.74	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.